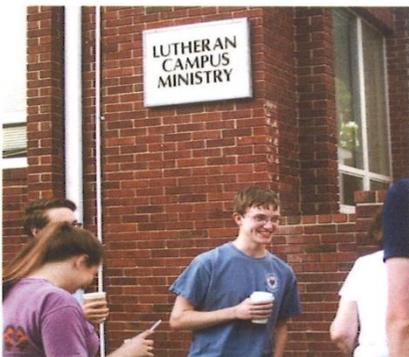
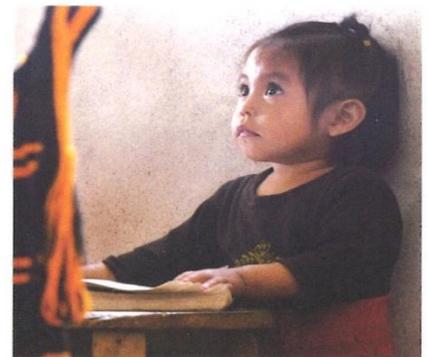
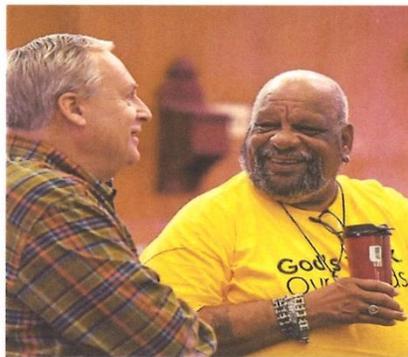
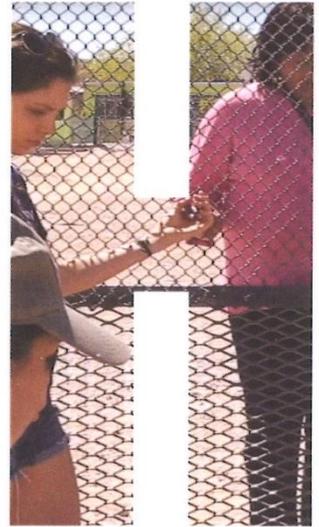
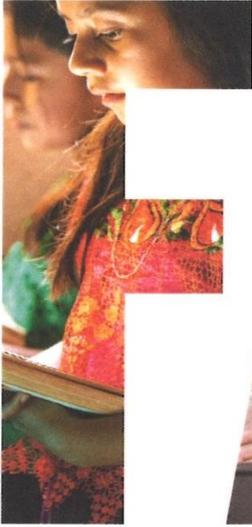


# Holy Shepherd Lutheran Church

## 2019 Annual Report

### January 26, 2020



ANNUAL  
REPORT  
2019



920 Kipling St. Lakewood, CO 80215  
303.233.2740 office @holyshepherd.com  
www.holyshepherd.com

*Worshipping and Growing Together in Christ  
Serving and Reaching Out Joyfully to All*

**VISION STATEMENT**

As disciples of Jesus, Holy Shepherd Lutheran Church believes we are called to be in relationship with God, with God's people and with God's world every day.

*"You shall love the Lord your God with all your heart, with all your soul, with all your mind and with all your strength .... and your neighbor as yourself."*

Matthew 22: 37, 39

*"I came that you may have life and have it abundantly"*

John 10:10



**2019 ANNUAL REPORT OF THE CONGREGATION  
HOLY SHEPHERD LUTHERAN CHURCH**

**TABLE OF CONTENTS**

	<b><u>PAGE #</u></b>
<b>MINUTES</b>	
January 27, 2019 Annual Meeting	3 - 5
<b>REPORT FROM THE PRESIDENT OF THE CONGREGATION</b>	
Jamie Malone	6
<b>PASTOR'S REPORT</b>	7
<b>2019 MINISTRY REPORTS</b>	8 -18
<b>EVANGELICAL LUTHERAN CHURCH IN AMERICA</b>	
ELCA Presiding Bishop Eaton Message	19
ELCA Offering Report	20 - 21
<b>ROCKY MOUNTIAN SYNOD ANNUAL REPORT</b>	22 - 23
<b>2019 MEMBERSHIP STATISTICS</b>	
Transferred, Released, Deceased, Baptized, New Members	24
<b>2019 INCOME STATEMENTS &amp; 2020 BUDGET</b>	25 - 28
<b>2019 BALANCE SHEET</b>	29 – 30
Supplement – Solar Panel, Kings Soopers Gift Cards	31 -32
<b>COUNCIL &amp; STAFF LISTING</b>	33

Call to Order: The meeting was called to order by acting President Jamie Malone and a quorum of 101 was declared.

Minutes: The minutes of the January 28, 2018, Annual Congregation Meeting were motioned for approval by Bob Gordon, seconded by Winston Herbert and passed.

Trust Committee: Trust Committee Chairperson, Emily Parkhurst, provided a general presentation on the purpose of Trust Committee and its role in supporting new ministries at Holy Shepherd. Current members of Trust Committee were introduced and the Congregation was encouraged to join and bring requests to the Trust Committee.

Elections:

- Trust Committee: Appointed Gerald Scholten and appointed Del Holz were elected to continue serving on Trust Committee. Shirley Bradsby was nominated and elected to Trust Committee.
- Council: Acting President Jamie Malone was elected President.  
Susan Scott was elected Vice-President.  
Emily Parkhurst was elected Secretary.  
Kevin Klinkerfues was elected for a second term as a Vision Team Rep.

Budget: Scott Ikenberry presented the budget for 2019 and reviewed last year's finances.

Review of 2018 Actual Income and Expenses:

- Gross income (including the HVAC fundraiser) was \$587,355 in 2018. Excluding our HVAC fundraising, Gross Income was \$525,562, down from \$548,600 in 2017.
- The HVAC Project giving in 2018 was \$61,793 toward a goal of \$73,000. We have raised an additional \$5,366 so far in 2019, for a total of \$67,129.
- Our Mission outreach expenditures dropped to \$51,173 in 2018 from \$54,706 in 2017 due to lower giving toward Receipts to Meet Budget.
- Personnel Costs were lower in 2018 due to Pastor Kari starting in March and the retirement of our Parish Nurse.
- Property Expenses were higher in 2018 due to increases in Insurance premiums and Security System expenditures for fire detectors, door repairs and inspection costs.

Highlights of 2019 Budget Expenses:

- The allocation to Mission will continue at 10% of the Receipts to Meet Budget in 2019.
- We have budgeted for 6 Months' Salary and Benefits for Pastor Kari and 6 Months' Salary and Benefits for a new pastor in 2019.
- We have increased the Salary Budget for Pastor Michael by 12% to reflect the fact that his compensation has been substantially below the ELCA synod guidelines.
- All other personnel compensation was reviewed by Pastor Kari and Winston Herbert (our Council Personnel Head). Raises ranged from 2% to 3.5%. Mary Biefel is cutting back from 40 hours to 32 hours per week and Donna Madsen will be at 25 hours per week.
- We have not budgeted for a Parish Nurse replacement in 2019.
- We have budgeted \$2,500 for Call Committee expenses and \$2,500 for Moving Expenses for a New Pastor.
- We have also budgeted \$3,000 for a new Stewardship Program that Pastor Michael will be spearheading.

Review of Balance Sheet at December 31, 2018:

- Cash Balances fell by \$17,000, primarily due to our 2018 Expenses exceeding Revenues by \$9,500 and purchasing the new HVAC equipment for \$71,000 in November while only \$62,000 HVAC fundraising receipts in by the year end 2018.

- The new HVAC equipment is reflected as A/C # 1550.
- We paid down the Church Mortgage by \$61,515 and the Solar Loan by \$17,258.

Review of Selected Reserve Fund Activity for Calendar Year 2018.

- A discussion of the flower fund ensued.

The Congregation voted and passed the Budget for 2019.

Transition Team:

Denise Ikenberry Paul Thomas, Don Threlkell, Shirley Bradsby, and Joan Meister-Bridges provided a presentation of the Transition Team's Final Report. Carol Rossini is also a member of the Transition Team, but could not attend the Annual Congregation Meeting.

Executive Summary:

Our Present:

- *Our Neighborhood:* Within approximately three miles of Holy Shepherd, there are 83 faith-based organizations. There are nine Title I elementary schools within the same area.
- *Our Members:* Holy Shepherd has a mature membership. In January 2019, 251 of the 445 active members are over 60 years old (57%).
- *Our Worship Services:* Average attendance at weekly services in 2018 was 46 for Saturday night, 93 for 8 AM on Sundays, and 85 for 10:45 AM on Sundays.
- *Our Church Activities:* Holy Shepherd is an active congregation that offers 48 different interest groups to engage members. As of October 2018, 292 members participated in these small groups, and 196 members participated in more than one group.
- *Our Service in the Community:* Holy Shepherd is involved in many community activities, such as Eiber Elementary School, The Action Center, Family Promise, Lutheran World Relief, Warm Hearts/Warm Babies, and Habitat for Humanity. In addition, we volunteer at a variety of places.
- *Our Members Spoke:* The Transition Team personally interviewed 41 members, performed a Congregational Vitality Survey, spoke with members of the City of Lakewood government, held 12 listening sessions before or after church services, invited millennials to speak about their views of religion, invited members to contribute to a timeline, searched the church archives for relevant information, and invited Bishop Jim Gonia and Director of Evangelical Mission Matt Barnhouse as well as other church-wide representatives to speak to the congregation.

Holy Shepherd's Nine Values: Music, Education, Learning, Commitment, Service, Community Service, Fun, Tradition, and Teamwork.

Kevin Klinkerfues presented on one of the successes Holy Shepherd has in supporting our community and leveraging our facility. The Family Recovery Night on Monday evenings is being recognized by local government and judicial system as a success. Kelly Sutton, Family Integrated Treatment Court Coordinator; Judge Gail Meinster, Presiding Family Court Judge; and Graham Pepper, Esquire, Court Support JeffCo Chair, each presented to Holy Shepherd their views on the success of Holy Shepherd hosting Family Recovery Night.

Our Future:

Holy Shepherd's strengths include its central value on worship, its dedication to service, the location of the sanctuary and the care taken for the property, its financial stability, and the personal care of members in small groups and through pastoral care. In our future, we can:

- Strengthen the church's emphasis on the message it has to share: the good news of Jesus Christ.
- Strengthen its ability to have courageous conversations about difficult subjects.

- Develop lay-leadership to help us move forward in these current times.
- Build partnerships with other churches and with community leaders who share common values.
- Envision our under-utilized church buildings as a gathering place for the people who live and work in the neighborhood.
- Design an internal structure of leadership and staffing that supports outreach and missions as well as maintains the care and healing in congregational life, including aging members.
- Continue to cultivate a culture of learning.

This is a critical time. The congregation has a choice in the kind of future it embraces, in the conversations it has as it chooses its leadership, and the ways it collaborates with its leadership in the future. The Transition Team hopes that Holy Shepherd is guided by God's Spirit and can trust in the steadfast care of God, who continues to create, redeem, and unite this church and this world.

Transition Team recommends that Holy Shepherd call two co-Ministers: one with an emphasis on pastoral care and the other with an emphasis on outreach.

Transition Team Role and Wrap-up: Pastor Kari discussed Transition Team's role and how the Transition Team helped Holy Shepherd make provision for leadership changes, rediscover its identity, come to terms with its history, re-think denominational linkage, and commit to new leadership with a new direction in ministry. Pastor Kari called the Congregation to entrust the work to Council, Vision Team and the Congregation. She requested that the Congregation release the Transition Team from their charge. Congregation voted and released the Transition Team.

Thanks: President Jamie Malone acknowledged and thanked the following:

- Small groups ministries
- Pete Morse of Property Committee, in particular regarding the hail damage and the HVAC
- Jackie Johnson for her service as Council Secretary
- Jeff Braden for his Service as President and his role in guiding the younger members of our Congregation with Growing with Jesus and mentoring with the Audio-Visual program.

Council Next Steps: President Jamie Malone laid out the priority agenda for Church Council in 2019:

- Tidying up the Budget
- Clean-up of active member roster
- Constitution update and clean-up
- Updated defined roles for Council, Pastors, Trust, Vision
- Council and Vision Team to move forward with Transition Team's recommendations

Closing Prayer: Pastor Kari led the closing prayer.

# *President's Report*

Fellow Parishioners,

I always feel this time of year is a time to evaluate the year that has just passed, a time to honestly look at where we are, and what we hope for the year that is about to reveal itself. There is much to be thankful for in our Holy Shepherd family. We have a vibrant community that serves many ministries, and a faith family who believes deeply in the connection that Holy Shepherd and the greater community have on a daily basis.

As we reflect back on 2019, I encourage you to take a breath for just a moment! It has been a year of action, guided by what we learned in our transition time. At last year's Annual Congregational Meeting, we heard the Transition Team report for the first time. That gave us direction to nominate a Call Committee, who diligently and faithfully interviewed candidates and recommended two candidates. As a leadership team, we nominated two pastors. We had two Special Congregational Meetings this year where, as a community, we called these Pastors into a covenant with Holy Shepherd. During 2019, the leadership team has been evaluating how the "business" of our church works – streamlining office staff duties, evaluating the use & effectiveness of our office space, and working on bringing our governing documents (personnel manual, building use agreement, and constitution) into updated versions. Some of this work has been completed, and some continues still.

When you look at the list of all that has been accomplished, it seems comfortable. It seems we have done our work, and now we can sit back and coast.

But my friends, I have to challenge us here. While the framework has been laid, there is still much work to do. This is not something that will happen on its own. There are so many opportunities to get involved to shape the future direction of Holy Shepherd. There are open ministry spots that need leadership & passion. As leaders, we need feedback to confirm we're headed in the right direction. As a community, we need to continue to listen to God and to each other. We need to volunteer. We need to be present to what God is calling us to do NEXT.

We have found the start of something amazing for Holy Shepherd. Now we need to continue.

Yours faithfully,

Jamie Malone

# *Pastor's Report*

Friend and members of Holy Shepherd,

Wow! It has been a roller coaster of a year. We have had many firsts and just as many changes. The church council, the transition team, and the call committee have led this congregation faithfully through a long process of discernment about who we are together, even before coming to a decision to call us as your pastors. We are grateful for the work that these committees have done, and for the commitment that all of you have shown to worship, grow, serve and reach out joyfully to all, while walking faithfully in the path that God has called this congregation—even at times when transition felt exhausting and overwhelming. Thank you.

During the transition, call process, and the past year, it has been a gift to hear from some of you about what excites you about Holy Shepherd and Lakewood. We treasure stories of your own faith strengthened by this community. We delight to share in your excitement at Bible study or a new prayer experience. It is humbling to hear about the ways that many of you serve at the Action Center, Eiber Elementary or other groups in our city. We look forward to continuing to hear about your passion for your sisters and brothers in this community, your ideas for reaching out beyond these walls, and our congregation's commitment to grow with God.

Even though we may be through the official transition process—our work is far from over. As we look forward to a year of ministry together in 2020, we are excited about all that God might be calling and inviting us into. And even as we step together into a new future, we are aware that we stand on a foundation of faith, prayer, and service that many of you have spent decades building and tending. As we look forward, we build on all of the ways that God has already been at work in this community as a whole and in each of us as individuals. In humility, gratitude, and holy expectation we look forward to what this year might bring and are excited to worship, grow, serve, and reach out joyfully alongside you.

Peace,

Pastor Michael and Pastor Courtney

# Book Club

## Stats and Numbers:

- Number of People Involved: 12
- Meet once a month

## Beyond the Numbers:

*"We are a great example of how individuals with different backgrounds and views can spend time together and exchange thoughts and ideas in a respectful way—and leave as friends and look forward to the next meeting."*—Gail Skaggs



# Wednesday Night Life Adult Class

## Stats and Numbers:

- Meet once week
- Average attendance: 18

## Beyond the Numbers:

*"God is everywhere but when we gather as learners, the focus becomes very specific. Whenever I am exposed to discussions about God, I do go away with new blessings from God. The God concept is complicated and I tend to intellectualize everything. This ministry brings me down from complex thinking."*—John Reed

# Missions Committee

## Stats and Numbers:

- Participants involved: entire congregation
- Events hosted: Dining out for Hunger, Service Day, Senior Luncheon, Eiber Elementary, The Action Center, and many more.

## Beyond the Numbers:

*"The missions committee seeks to implement Holy Shepherd's mission statement of serving and reaching out joyfully to all, through dispersing 10% of church donations and coordination with local, national, and international organizations."*



# Women's Retreat



## Stats and Numbers:

- Meets Annually
- 23 participants this year

## Beyond the Numbers:

*"It is absolutely wonderful to be able to drive up to the mountains... And share with fellow Christians from our church which otherwise I don't really know personally because I may only see them sitting in a pew at Sunday services. By sharing Bible study with others it adds perspective to God's word."*—Barb Jacobson



# Home Communion

**Stats and Numbers:** Participants: 6

## Beyond the Numbers:

*"I've seen God's love embrace and include all while breaking down the barriers of location. The 'givers' and 'receivers' of Christ's meal consistently share stories of gratitude, love, and community."*

# Prayer Shawl

## Stats and Numbers:

Participants: 18+

## Beyond the Numbers:

Where have you seen God at work in this ministry?  
*"Through prayer during construction,  
and in the giving and receiving of the prayer shawls."*



# Vision Team

## Beyond the Numbers:

What are your hopes for the future of this ministry?  
*Continue to explore how HSLC can have a vital place in the community, to look into ways our ministries can bring God's love to all those who might experience it. To expand our role to include the mutual care of our co-pastors, their relationships with each other and the church wide body.*

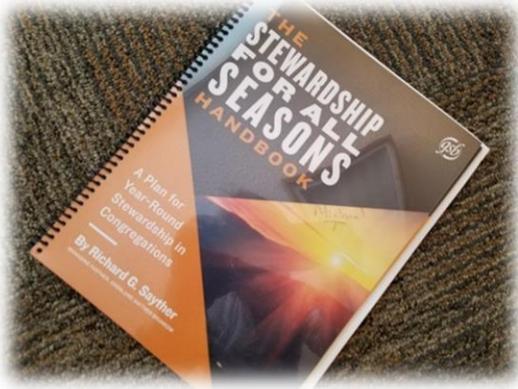
## Writer's Group

### Stats and Numbers:

- Number of People Involved: 12
- Meet once a month Sept-June

### Beyond the Numbers:

*"We gather to write and share stories about our lives, our beliefs, our concerns, and our dreams. By sharing these stories, we enrich and expand our lives while gaining confidence in our writing ability. Our group has formed strong, caring bonds with each other, thus establishing a supportive community grounded in God's love."*



## Stewardship for All Seasons

### Stats and Numbers:

- Number of people involved: 6 (but really the whole congregation)

### Beyond the Numbers:

*"Our hope is that in the upcoming years we will see a continued and growing gratitude and generosity expressed through our financial offering."*

## Funeral Luncheon

### Beyond the Numbers:

*"As I watch the family members circulate through the room, they seem to become more relaxed. The sadness of the day seems to disappear—at least for awhile. God is surely in the room with us."*



# Confirmation



## Stats and Numbers:

- Meet once week
- Average attendance: 8 (students and parents)

## Beyond the Numbers:

*“As we gather in love and authenticity, students, families and pastors are free to wonder, explore, and express their faith in transformational ways. I love witnessing how God both challenges and embraces the students, all in love.” –Pastor Michael Tekrony*



# Communion Assistants

## Stats and Numbers:

Serve at all regular Sunday Services

## Beyond the Numbers:

*“This ministry gives an opportunity to actively participate by reaching out to the Church during communion. Having a brother or sister in Christ sharing [communion] is far more meaningful than just passing a tray of bread or cups.”*

# Bridge Group

## Stats and Numbers:

Number of people involved: 20-32

## Beyond the Numbers:

Where do you see God at work in this ministry?

*“Good Christian people meeting and associating together.”*



# Thursday Lectionary Bible Study

## Stats and Numbers:

- Number of People Involved: 25
- Meet once a week



## Beyond the Numbers:

*"God's word is very much a living word. Watching the group listen faithfully, wonder honestly, and grow lovingly is a weekly blessing."*



# Prime Timers 2.0

## Stats and Numbers:

- Meet once monthly
- Average attendance: 10-35

## Beyond the Numbers:

What is the purpose of your ministry?

*"To offer all members of Holy Shepherd the opportunity to engage in fun and informative social events, thus building friendship and bonds with each other."*

# Fellowship

## Stats and Numbers:

- Fellowship after services, special dinners
- Number of people involved: approximately 30 + staff

## Beyond the Numbers:

*"We schedule and provide people and food for the fellowship hour every week, plus our help when there are other activities at church...I believe we are serving an important need for our people."*



# Altar Guild

## Stats and Numbers:

- Number of People Involved: 25
- Prepare for weekly services plus any special services.

## Beyond the Numbers:

*"The Altar Guild assists in creating and maintaining a climate of worship for our congregation. We are entrusted with the privilege of preparing the chancel and it's furnishing—caretakers of the worship life of the church.."*



# Assisting Ministers

## Stats and Numbers:

- Number of people involved: 4-5
- Help lead at weekend Services

## Beyond the Numbers:

Where do you see God at work?

*"In the consistent participation by a few dedicated individuals in helping lead services."*

# Busy Bees

## Stats and Numbers:

- Meet twice monthly
- Average attendance: 8-10

## Beyond the Numbers:

*"God is present while we work and in the fellowship and love we share with each other. We see God in the finished quilts knowing they are sent around the world to bring comfort to our neighbors in need."*



## Prayer Group



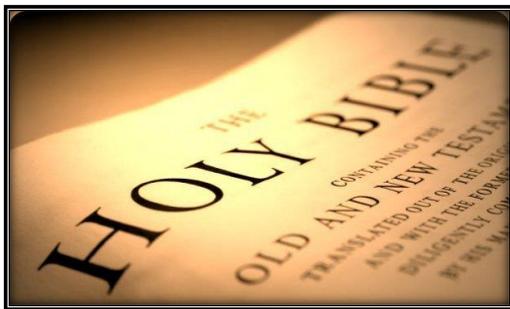
### Stats and Numbers:

- Number of people involved: 6
- Meet twice a month

### Beyond the Numbers:

*"We plan to continue to meet to learn and practice more meaningful prayer, and hope that others will join us or be inspired to emphasize prayer more in other ways. We also want to continue to pray for our pastors and our leaders, as well as our congregation, as we face a challenging future."*

## Women's Morning Bible Study



### Stats and Numbers:

- Meet once monthly
- Average attendance: 10

### Beyond the Numbers:

What is the purpose of your ministry?

*"To study the Bible among women in our congregation, sharing our daily life questions, and having fellowship together."*

## Women's Afternoon Bible Study



### Stats and Numbers:

- Meet twice monthly
- Number of people involved: 13

### Beyond the Numbers:

*"The women have developed closer bonds as we have shared our thoughts and problems and prayed for each other. We have seen God working as our faith has been strengthened and our prayers answered. We also feel God calling us to reach out with our witness to others outside of our group and our church."*

# Sunday Morning Adult Education



## Stats and Numbers:

- Number of People Involved: 10-40
- Meet most Sunday's at 9:30am

## Beyond the Numbers:

*"This class provides important faith-based study and information that many worshippers may not otherwise have available to them. I hope there will always be a Sunday adult class offered at our church because it enriches our Sunday experience of worship and fellowship, as well as the overall ministry of the church."*



## Praise Team

### Stats and Numbers:

- Number of people involved: 8-10
- Serving weekly at the 10:45 service and other services during the year

### Beyond the Numbers:

*"I see God at work in voice of the praise team. People are serving the community by supporting the contemporary service. I also see it in the worshippers, giving them the opportunity to worship in a different musical style." –Diane Klinkerfues*

## Sounds and Screens

### Stats and Numbers:

- Serve at all weekly services plus funerals and special services.
- Number of volunteers: 8.



### Beyond the Numbers:

*"I see God working in this ministry through many ways. First, through the volunteer operators, this provides an opportunity to assist with worship 'behind the scenes' which some members are more comfortable doing. I also see this as an opportunity to get youth involved with worship."—Jeff Braden*

# Family Promise



## Stats and Numbers:

Number of People Involved: numerous volunteers from Holy Shepherd, Arvada UMC, and Christ on the Mountains Catholic Church help to host Family Promise for several weeks on a rotating basis with other local churches.

## Beyond the Numbers:

*"I see God at work when I talk to the parents who are so thankful to have a safe, warm bed for their children. In addition, God shows up in the volunteers that share his love with the families."*



# Nursery

## Stats and Numbers:

- Number of volunteers: 2
- Offer nursery care during weekly services

## Beyond the Numbers:

What is the purpose of your ministry?

*"God has blessed us with the gift of patience and compassion for children. We are both parents and enjoy helping other parents care for their children."*

# Jr. and Sr. High Youth

## Stats and Numbers:

- 6 Jr. High Students
- 10 Sr. High Students

## Beyond the Numbers:

Were do you see God at work in this ministry?

*"In the activities—we have a lot of fun and it brings joy."*—Jade Tomlinson



# Men's Breakfast



## Stats and Numbers:

- Meet weekly on Saturdays
- Number of people involved: 15-20

## Beyond the Numbers:

What is the purpose of your ministry?

*"Provide a focused study of God's Word for men of HSLC, to provide an opportunity for uplifting fellowship, including a healthy breakfast, mutual support and prayer, and to provide a time to discuss personal challenges in a Bible-based setting with peers."*



# Office Volunteers

## Stats and Numbers:

- Number of people involved: 6
  - Most volunteer weekly

## Beyond the Numbers:

Where do you see God at work in your ministry?  
*"Office volunteers are using their talents and skills to serve the church while working with others."*

# Ushers

## Stats and Numbers:

- Serve at all weekly services plus funerals and special services.
- There are 13 teams with a total of 24 ushers.



## Beyond the Numbers:

What is the purpose of your ministry?

*"We serve worship attendees by passing out bulletins, candle lighting, at some services communion ushering, checking the parking lot for safety and health, first responders to sick worshipers, clean up the pews and put out candles."—Gary Johnson*

# Property & Grounds

## Beyond the Numbers:

*"I see God at work when I see the whole church come together in a moment of crises to raise \$70,000 for main church's HVAC replacement. Allowing the church to carry on its mission to 'Serve and Reach out JOYFULLY to all'—God's Work. Our Hands! I see God at*

*work when I have the pleasure/satisfaction of working with fellow volunteer parishioners, year after year. They give their time selflessly and donate their many talents/skills like construction, landscaping, electrical, lighting, painting and plumbing (just to name a few) to help support the sustainability of Holy Shepherd Lutheran Church property and grounds. I see God at work when I see the satisfaction in church volunteers after completing a job well done."*



# Readers

## Stats and Numbers:

- The Word of the Lord is brought to the worship service by the people of God
  - 33 Readers

## Beyond the Numbers:

*"God uses His people to be His voice and His hands to teach and share the good news of salvation He offers to all." - Jan Eckersley*

# Greeters

## Stats and Numbers:

- Members greet and welcome church participants as they arrive before each service.
- 86 people involved

## Beyond the Numbers:

*"God's love is shared in the warm friendly greeting and sometimes the first introduction to our Holy Shepherd community. The sincere smile, warm handshake, and meaningful words of welcome all communicate God's message of inclusivity for everyone."*



# Safety & Security

## Stats and Numbers:

- Currently 5 members involved



## Our Hopes:

That people will feel free and encouraged to approach members of the Safety & Security Team personally or by using our Suggestion Box to alert us about their ideas or concerns.

## Beyond the Numbers

We believe that God, in his infinite wisdom, seeks to nurture and care for his people (all of mankind). Therefore, we feel God is guiding the Safety and Security Team (together with the Property Team) toward providing a safe and secure environment in which to praise and serve Him and our community.



## A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

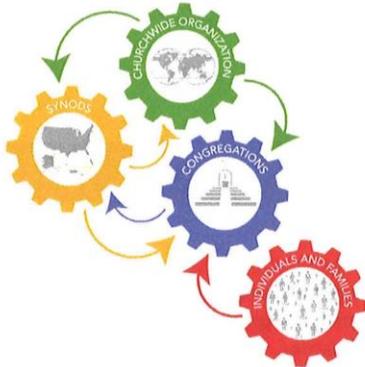
Stepping out in faith together,

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

*"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17*



# WHERE DOES MY OFFERING GO?



ELCA members in more than 9,300 congregations in the United States and Caribbean give approximately **\$1.75 billion** in regular offering to support ELCA ministries in their local communities and worldwide. When members give through their **congregations**, a percentage of that money is then shared with the local **synod** and the national **churchwide organization**.

This unrestricted giving, called Mission Support, gives us both the foundation and the fuel to do God's work in the world and a portion of the gifts circle back to support ministries in synods and local congregations. Of these unrestricted gifts, the churchwide organization receives around 2.6 percent. This represents the largest portion of the ELCA churchwide organization's operating budget.

## Your Mission Support helps fund the following churchwide ministries:

### Grow the ELCA in the United States



**Plant and support**  
357 new congregations.

- **Enable congregations to renew their ministries** and reach out to their surrounding communities.
- **Work together** with our African Descent, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latino/Latina members to develop networks and resources for ministry.
- **Develop and share resources** for faith, discipleship, prayer and worship.

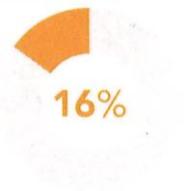
### Grow the Lutheran church around the world



**Send 230 missionaries** in more than 48 countries, and more than 84 Young Adults in Global Mission in 11 country programs.

- **As a member of The Lutheran World Federation, we're in communion with 145 member churches** and directly connected to 85 companion churches in other countries.
- **Accompany new Lutheran churches**, expand ministries, and train leaders and evangelists.

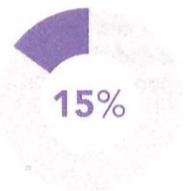
### Provide coordination and support for churchwide ministries



**Maintain constituent database**, including 1.1 million records of rostered and lay leaders, members, donors and congregations.

- **Preserve and maintain archives and historic records** of the ELCA and its predecessor bodies.
- **Provide office space, equipment and human resources** for staff and operations.
- **Process 150,000 gifts** to ELCA ministries.
- **Equip congregations and synods** with resources to assist in risk management and legal matters.

### Support and develop current and future leaders in the ELCA



**Recruit, prepare and implement a system** for the assignment of 9,900 rostered ministers.

- **Support the work** of seven ELCA seminaries and 26 colleges and universities.
- **Identify, connect and provide** ministry resources and opportunities for networking for lay leaders.
- **Offer events and leadership opportunities** for youth and young adults.

## Invest in **technology** and **communications**



**Design and maintain communications tools** to strengthen our Lutheran identity and grow awareness of our church and its mission and ministries.

- **Connect members with one another** through new technology and systems.

## Provide **governance** and **leadership**



**65**  
**Coordinate meetings and support** for 65 synodical bishops.

- **Organize lay and clergy leaders from across the church to serve** on the governance boards and committees that provide guidance and oversight for ELCA ministries.

## Grow and sustain financial resources



**Develop and promote** efforts related to stewardship education, financial literacy, mission interpretation and growth in giving to all church ministries.

## Address social issues and **work for justice**



**1 in 50**  
**Support** social ministry organizations, such as Lutheran Services in America, to impact the lives of **1 in 50** Americans.

- **Engage** in churchwide study and deliberation to create social statements and resources that address social, political, environmental and other public issues.
- **Equip** members and leaders to advocate with lawmakers in order to support policies that promote justice and peace.

*Your designated gifts to ELCA World Hunger and Lutheran Disaster Response provide additional funds annually to address hunger, poverty and suffering around the world.*

## Engage in **research** and **strategic planning**



**Research and analyze trends** that impact the ELCA and **develop innovative strategies** to improve mission and ministry in the 21st century.

## Sustain **ecumenical** and **interfaith relationships**



**Facilitate dialogue and common action** among communities of other faiths, including the development of resources and communications for ELCA congregations.

- **Seek unity in faith and life** with all Lutherans and six full communion partners.

# ROCKY MOUNTAIN SYNOD

## Be Transformed to Church Becoming

This year invited us to **Be Transformed**. Synod Assembly speaker, Richard Rohr, pointed to the renewing of our minds as key to transformation, releasing us from our **either-or** thinking to live within God's **both-and** perspective.

Our ongoing transformation is essential to become the church God desires. While never perfect or complete, we can recognize blind spots and open ourselves to the Spirit's work. This renewal makes us a **Church Becoming**.

Our longing to be transformed launched **Excellence in Leadership**, forming courageous, resilient, faithful leaders. 74 individuals now gather for learning centered on emotional intelligence, becoming better equipped to build courageous, resilient, faithful communities.

Phase one of **Educate Equip Enact (3E)** has re-oriented our relationship with money by re-rooting us in gratitude and generosity. Phase two will again emphasize congregational stewardship and leadership debt relief while exploring the nature of vital, right-sized ministry. Notions about classic church will be challenged as we live into Church Becoming.

Forming a vision for **Messiah Mountain Retreat Center** will provide another opportunity to ask new questions. How might this site equip us for deep spirituality and passionate service?

This is but a taste of God's transforming work among us. Thanks to you and your investment in what matters most, we are taking the next faithful step into the Spirit's ever-unfolding future. Thank you for your commitment to Be Transformed together! Thank you for your generosity enabling us to be bold on the journey of **Church Becoming!**

In Faith,  
Bishop Jim Gonia

## 2019 By the Numbers

- **Lutheran Advocacy-CO** advocated for 10 bills at the legislature, leveraging \$3.5 million in state funds and \$1.7 million in federal funds
- **Lutheran Advocacy Ministry-NM** welcomed 160 Lutheran and ecumenical partner advocates at the annual Bishop's Legislative Luncheon.
- **Educate, Equip, Enact (3E)** saw 22 congregations participate in Stewardship for all Seasons, and 18 rostered ministers received grants to address financial challenges.
- **62 people in the candidacy process** are being accompanied from discernment to their first call.
- **14 new members of RMS Youth Council** were installed at synod assembly.
- **40 part-time pastors and deacons** gathered for a ministry gathering and formed an ongoing network of support and learning for those serving part time calls.
- **303 Zoom videoconference meetings** enabled Leaders to connect across our vast geography.
- **47.5% of mission support** received in our synod was shared with our Churchwide Organization.



# OUR LIFE TOGETHER

## TOGETHER IN 2019

### Claiming our Gifts

- Co-launched Faithful Tuesdays at the Colorado State Capitol.
- Adopted a joint document on worship practices with the Ecumenical Catholic Communion (ECC) at an ecumenical eucharist. Five RMS congregations have a relationship with ECC congregations who share their buildings.
- Created opportunities to support Betela Seminary students in Madagascar as well as ELCA Global Missionaries.

### Connecting in Ministry & Witness

- Convened deacons and synodical leadership at Pacific Lutheran Theological Seminary (PLTS) for a Word & Service Summit.
- Gathered leaders at the fall Theological Conference for transformative conversation about healthy leadership, community, and accountability.
- Participated in ELCA Advocacy Convening, World Hunger Leadership Gathering, Lutheran Disaster Response Consultation, and Nation Council of Churches Christian Unity Gathering.

### Equipping All Leaders

- Launched cohort one of Excellence in Leadership (EiL) training.
- Completed the Phase I "Educate, Equip, Enact" (3E) Lilly grant and submitted a proposal for a Phase II grant, adding the Grand Canyon Synod as a partner.
- Approved a constitutional change so that Deacons will be ordained, replacing the previous practice of consecration.

### Accompanying One Another into God's Future

- Added a new focus area: Growing in Gratitude and Generosity.
- Launched three new campus ministry sites, bringing our total to ten.
- Adopted new social statement at Churchwide Assembly: Faith, Sexism, & Justice.



## A VISION FOR 2020

### Claiming our Gifts

- Colorado Lutheran Day at the Legislature
- Companion Synod Trip to Madagascar
- Expanded Claiming our Gifts teaching by Bishop Gonia

### Connecting in Ministry & Witness

- Multi-site 2020 Synod Assembly
- RMS Youth Gathering led by Youth Council
- Regional Campus Ministry Gathering

### Equipping all Leaders

- Excellence in Leadership cohort two
- New 3E Initiative: Vital, Right-sized Ministry
- Part-time Ministry Network

### Accompanying One Another into God's Future

- New outdoor ministry site: Messiah Mountain
- Exploration of new ministry strategies
- Candidacy Discernment Events

### Growing in Gratitude & Generosity

- Stewardship for All Seasons
- Phase II of 3E Lilly Grant
- RMS Focused Campaign to support strategic ministries

**MEMBERSHIP STATISTICS - 2019**

**Transferred or Released**

Pam Senneff (6/20/19), Steven & Amy Carter (8/6/19)

Joy Folkvord (12/2/2019)

**Deaths**

Eleanor Reiquam (1/4/19), Ralph Luebs (1/12/19), Don Prentiss (1/27/19)

Charles Breidenstein (2/24/19), Virginia Block (4/6/19), David Mueller (5/17/19)

Don Woessner (7/1/19), Dennis Jacobson (9/9/19)

Susan Gourley (10/2/19), Virginia Ideker (10/31/19), Rachel Smithey (12/20/201)

**Baptisms**

Henry Charles-Ward Smith (2/17/19), Emelia Claire Smith (2/17/19), Wyatt Dylan Cox (6/9/19)

Jude Anton Hess (8/24/19), Rowan Asher Gustafson (11/17/19)

**New Members**

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***Parochial Report***

***Holy Shepherd Lutheran Church    December 31, 2019***

<b><u>Membership Information</u></b>	<b><u>Baptized</u></b>	<b><u>Confirmed</u></b>
<b><i>Membership at end of 2018</i></b>	<b>449</b>	<b>405</b>
<b><i>Membership Gains During 2019</i></b>		
Members Received:	0	0
Baptism of Children	5	0
Baptism/Confirmation of Adults	0	0
Affirmation of Faith	0	0
Transfer	0	0
<b><u>Total New Members Received</u></b>	<b>5</b>	<b>0</b>
<b><i>Existing Baptized Members Confirmed in 2019</i></b>		
Confirmation of Children (parents are members)	0	4
Confirmation of Children (parents are non-members)	0	0
Confirmation of Adults	0	0
<b><u>Total Baptized/Confirmed Gains</u></b>	<b>5</b>	<b>4</b>
<b><i>Members Removed During 2019</i></b>		
Death	11	11
Released by Request	0	0
Transfer	4	4
Statistical Adjustment of inactive members since 2018	20	11
<b><u>Total Membership Removed</u></b>	<b>35</b>	<b>26</b>
<b><i>BAPTIZED/CONFIRMED MEMBERSHIP AS OF 2019</i></b>	<b>419</b>	<b>383</b>
2015 Average Weekly Worship Attendance	235	
2016 Average Weekly Worship Attendance	245	
2017 Average Weekly Worship Attendance	235	
2018 Average Weekly Worship Attendance	213	
2019 Average Weekly Worship Attendance	204	

**HOLY SHEPHERD LUTHERAN CHURCH**  
**SUMMARY OF ACTUAL EXPENSES AND BUDGET**  
**CALENDAR YEARS 2018 THROUGH 2020**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2018 BUDGET</u>	<u>2018 ACTUAL</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>
<b><u>RECEIPTS TO MEET BUDGET:</u></b>						
4001	Envelopes		\$418,068		\$419,769	
4010	Loose Plate		\$74,609		\$99,462	
4012	Thrivent Choice		\$5,796		\$4,058	
4040	Interest Income		\$282		\$582	
4050	Facilities Use		\$6,117		\$4,702	
4060	Xcel Energy Solar Credit		\$9,085		\$8,625	
4000	Income to Meet Budget--Other		\$0		\$12	
		\$547,158	\$513,957	\$555,000	\$537,209	\$555,000
<b><u>DESIGNATED RECEIPTS:</u></b>						
4100	Mission		\$415		\$100	
4300	Administrative Support		\$90		\$270	
4400	Property & Grounds		\$3,400		\$0	
4500	Worship & Music		\$35		\$0	
4600	Evangelism		\$60		\$0	
4700	Christian Education		\$0		\$150	
4800	Congregational Life		\$0		\$1,750	
4801	Wednesday Night Life		\$2,815		\$4,826	
4802	Funeral Income		\$2,740		\$4,787	
4900	Sunday Fellowship		\$2,051		\$1,707	
		\$13,000	\$11,606	\$16,577	\$13,589	\$12,831
<b>TOTAL INCOME</b>		\$560,158	\$525,562	\$571,577	\$550,798	\$567,831
<b><u>MISSION</u></b>						
5101	ELCA Benevolence	\$55,000	\$19,361	\$55,000	\$20,867	\$55,000
5102	Missionaries		\$715		\$660	
5103	World Hunger Appeal		\$0		\$0	
5104	Capitol Hill Comm. Svcs.		\$765		\$825	
5105	Denver Indian Center		\$700		\$770	
5106	Jeffco Action Center		\$19,226		\$16,551	
5107	Sky Ranch		\$770		\$825	
5109	Bread for the World		\$150		\$165	
5112	Urban Servant Corps		\$915		\$991	
5119	Discretionary Fund		\$500		\$971	
5121	Habitat for Humanity		\$1,170		\$1,155	
5124	Campus Ministry		\$660		\$715	
5126	American Godparent Scholarship		\$790		\$605	
5128	American Lutheran Church (Christo Rey)		\$770		\$770	
5129	Family Promise		\$550		\$0	
5130	Environmental Ministries		\$150		\$220	
5132	Rainbow Trail		\$776		\$842	
5133	Lutheran Family Services		\$550		\$605	
5137	Christ Aid Uganda		\$700		\$770	
5151	Special Mission Project		\$1,700		\$2,875	
5153	Second Wind		\$255		\$200	
5100	Mission -- Other					
<b>TOTAL MISSION</b>		\$55,000	\$51,173	\$55,000	\$51,382	\$55,000
		10%	10%	10%	10%	10%

**HOLY SHEPHERD LUTHERAN CHURCH  
SUMMARY OF ACTUAL EXPENSES AND BUDGET  
CALENDAR YEARS 2018 THROUGH 2020**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2018 BUDGET</u>	<u>2018 ACTUAL</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>
<b><u>PERSONNEL COSTS</u></b>						
5201	Compensation--Co-Pastor MT			\$38,750	\$29,167	\$70,000
	Compensation--Co-Pastor CS				\$6,650	\$53,200
5202	Compensation--Interim Pastor	\$62,500	\$62,500	\$37,500	\$62,500	
5203	Benefits--Co-Pastor MT			\$12,000	\$5,962	\$17,400
	Benefits--Co-Pastor CS				\$1,876	\$13,800
5204	Benefits--Interim Pastor	\$15,833	\$14,830	\$8,898	\$5,878	
5205	Education--Co-Pastor MT			\$1,000		\$2,000
	Education--Co-Pastor CS					\$2,000
5206	Compensation--Associate Pastor MT	\$52,936	\$53,042	\$59,525	\$34,457	
5207	Benefits--Associate Pastor MT	\$14,000	\$13,233	\$15,000	\$8,287	
5208	Education--Associate Pastor MT	\$2,000	\$2,000	\$2,000	\$2,000	
5209	Education--Interim Pastor	\$2,000	\$1,667	\$1,000	\$2,000	
5210	Background Checks	\$500	\$0	\$250	\$408	\$250
5235	Education--Staff Training	\$0	\$238	\$0	\$138	\$0
5236	Compensation--Ministry Partner	\$49,567	\$49,507	\$51,302	\$51,230	\$52,841
5240	Compensation--Admin Support Staff	\$59,097	\$55,745	\$49,452	\$41,122	\$20,183
5241	Benefits--Admin Support Staff			\$0		\$0
52XX	Compensation--Property Administrator					\$12,000
5245	Compensation--Music Staff	\$43,575	\$41,503	\$43,801	\$41,229	\$44,950
5247	Nursery Staff	\$2,000	\$1,543	\$2,000	\$1,268	\$2,000
5248	Supply Pastor Compensation	\$600	\$311	\$600	\$275	\$600
5250	Parish Nurse	\$22,860	\$16,772	\$0	\$0	\$0
5260	Payroll Taxes	\$14,000	\$12,242	\$14,000	\$9,887	\$12,000
5270	Workers' Compensation	\$4,000	\$0	\$4,000	\$3,932	\$4,000
<b>TOTAL PERSONNEL COSTS</b>		<b>\$345,468</b>	<b>\$325,132</b>	<b>\$341,078</b>	<b>\$308,265</b>	<b>\$307,224</b>
<b><u>ADMINISTRATIVE SUPPORT</u></b>						
5301						
5302	Dues & Publications	\$1,250	\$626	\$1,250	\$997	\$1,000
5303	Mileage	\$3,000	\$2,142	\$3,000	\$1,880	\$3,000
5304	Pastor & Staff Discretionary Fund	\$750	\$585	\$750	\$228	\$750
5305	Travel and Conventions	\$3,500	\$2,615	\$3,500	\$3,319	\$5,000
5306	Office Supplies	\$2,500	\$1,673	\$2,500	\$1,208	\$2,000
5307	Postage	\$3,300	\$3,731	\$3,500	\$3,339	\$3,500
5308	Assistance Fund	\$1,200	\$820	\$1,200	\$0	\$1,200
5309	Website Expense	\$500	\$234	\$500	\$234	\$500
5310	Computer Expense	\$3,000	\$3,157	\$3,000	\$8,667	\$3,000
5311	Council Expense	\$250	\$196	\$250	\$384	\$250
5314	Bookkeeping Services	\$200	\$0	\$200	\$0	\$250
5315	Bank Charges	\$1,200	\$1,048	\$1,200	\$1,075	\$1,200
5316	Copier Lease & Maintenance	\$7,000	\$7,719	\$7,000	\$8,506	\$8,000
5317	Newsletter	\$0	\$65	\$100	\$65	\$100
5318	Paper	\$2,800	\$1,926	\$2,500	\$3,025	\$3,000
5319	Parish Nurse Expense	\$250	\$477	\$0	\$0	\$0
5300	Administrative Support--Other	\$0	\$0	\$250	\$0	\$250
5320	Transition Expenses		\$2,496		\$1,161	\$0
<b>TOTAL ADMINISTRATIVE SUPPORT</b>		<b>\$30,700</b>	<b>\$29,510</b>	<b>\$30,700</b>	<b>\$34,091</b>	<b>\$33,000</b>

**HOLY SHEPHERD LUTHERAN CHURCH  
SUMMARY OF ACTUAL EXPENSES AND BUDGET  
CALENDAR YEARS 2018 THROUGH 2020**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2018 BUDGET</u>	<u>2018 ACTUAL</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>
<b><u>PROPERTY</u></b>						
5401	Property & Liability Insurance	\$12,600	\$17,519	\$18,000	\$15,018	\$18,000
5402	Utilities / Trash Expense	\$7,800	\$8,489	\$8,000	\$10,379	\$10,000
5403	Telephone & Internet Expense	\$6,100	\$9,216	\$8,500	\$10,569	\$10,000
5404	Custodial Service	\$21,684	\$21,666	\$21,684	\$22,245	\$22,073
5405	Repairs & Maintenance	\$10,500	\$11,273	\$11,000	\$13,160	\$12,000
5406	Supplies	\$1,600	\$2,338	\$2,000	\$2,329	\$2,500
5408	Telephone Broadcast Expense	\$660	\$660	\$660	\$660	\$700
5409	Xcel Energy--Office	\$1,660	\$1,544	\$1,600	\$1,691	\$2,000
5410	Xcel Energy--Church Electric	\$4,500	\$3,901	\$4,500	\$4,545	\$5,000
5412	Security System Expense	\$3,500	\$8,997	\$6,500	\$1,765	\$5,000
5413	Grounds/Snow Removal	\$1,000	\$550	\$1,000	\$1,623	\$2,000
5415	Inspection Costs	\$1,500	\$235	\$600	\$265	\$600
5417	Xcel Energy--Parking Lot Lights	\$1,300	\$1,146	\$1,200	\$1,114	\$1,200
5418	Xcel Energy--Electric Sign	\$750	\$626	\$750	\$507	\$750
5421	Xcel Energy--Church Gas	\$4,200	\$4,441	\$4,000	\$5,426	\$5,000
54XX	Safety & Security			\$500	\$0	\$20,000
5499	Solar Energy System Loan Payments	\$19,884	\$19,884	\$19,884	\$19,884	\$19,884
<b>TOTAL PROPERTY</b>		<b>\$99,238</b>	<b>\$112,484</b>	<b>\$110,378</b>	<b>\$111,180</b>	<b>\$136,707</b>
<b><u>WORSHIP AND MUSIC</u></b>						
5501	Other					
5502	Altar Flower Expense	\$1,500	\$925	\$1,200	\$2,238	\$2,000
5503	Altar Guild	\$1,600	\$1,320	\$1,600	\$1,107	\$1,600
5504	Piano & Organ Maintenance	\$500	\$300	\$600	\$495	\$600
5505	Audio/Visual & Sound System Repairs	\$1,000	\$0	\$1,000	\$695	\$1,000
5506	Substitute Organist	\$300	\$450	\$600	\$550	\$600
5508	Worship Supplies & Publications	\$2,500	\$2,489	\$2,600	\$2,390	\$2,800
5510	Guest Musicians	\$200	\$150	\$200	\$150	\$200
5512	Robe Maintenance & Cleaning	\$600	\$0	\$600	\$0	\$600
5520	Copyright Expense	\$850	\$919	\$820	\$945	\$1,000
5521	Chancel Choir	\$575	\$333	\$500	\$1,157	\$500
5522	Prime Time Choir	\$0	\$0	\$150	\$0	\$150
5523	Bell Choir	\$150	\$96	\$150	\$710	\$150
55XX	Praise Team				\$0	\$100
55XX	Worship Technology	\$2,100	\$0	\$2,100	\$0	\$2,100
<b>TOTAL WORSHIP AND MUSIC</b>		<b>\$11,875</b>	<b>\$6,981</b>	<b>\$12,120</b>	<b>\$10,437</b>	<b>\$13,400</b>
<b><u>EVANGELISM</u></b>						
5601	Advertising		\$0	\$0	\$0	\$300
5602	Member Outreach		\$0	\$0	\$0	\$600
5607	LUTHERAN Magazine		\$0	\$0	\$0	\$0
5608	New Members		\$0	\$0	\$0	\$0
5609	Community Outreach	\$400	\$0	\$400	\$0	\$1,000
<b>TOTAL EVANGELISM</b>		<b>\$400</b>	<b>\$0</b>	<b>\$400</b>	<b>\$0</b>	<b>\$1,900</b>
<b><u>CHRISTIAN EDUCATION</u></b>						
5701	Sunday School	\$500	\$367	\$500		\$500
5702	Adult Education	\$500	\$465	\$500	\$749	\$1,000
5703	Vacation Bible School	\$500	\$0	\$500	\$0	\$0
5705	Confirmation	\$500	\$359	\$500	\$299	\$500
5706	Library	\$0	\$0	\$0	\$0	\$0
5707	Adult Retreats	\$500	\$0	\$500	\$0	\$500
<b>TOTAL CHRISTIAN EDUCATION</b>		<b>\$2,500</b>	<b>\$1,191</b>	<b>\$2,500</b>	<b>\$1,048</b>	<b>\$2,500</b>

**HOLY SHEPHERD LUTHERAN CHURCH  
SUMMARY OF ACTUAL EXPENSES AND BUDGET  
CALENDAR YEARS 2018 THROUGH 2020**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2018 BUDGET</u>	<u>2018 ACTUAL</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>
<b><u>CONGREGATIONAL LIFE</u></b>						
5801	Wednesday Night Life	\$6,600	\$2,350	\$3,000	\$4,493	\$5,000
5802	Training & Workshops	\$0		\$0		\$0
5808	Senior/Independent Living			\$0	\$291	\$0
5811	Youth Programs	\$300	\$75	\$300	\$0	\$300
5812	Youth Mission Trip	\$1,500		\$1,500	\$2,531	\$1,500
5814	Moving Expenses--New Pastor			\$2,500	\$0	\$0
5815	Call Committee			\$2,500	\$0	\$0
5816	Prime Timers	\$0	\$325	\$0	\$0	\$500
5818	Spiritual Gifts Ministry	\$300		\$300	\$0	\$300
5819	Youth & Family Ministry	\$150	\$537	\$500	\$380	\$500
5820	Congregational Activities		\$101	\$0	\$0	\$0
5821	Funeral Expenses	\$2,000	\$1,911	\$2,000	\$3,286	\$2,500
<b>TOTAL CONGREGATIONAL LIFE</b>		<b>\$10,850</b>	<b>\$5,299</b>	<b>\$12,600</b>	<b>\$10,981</b>	<b>\$10,600</b>
<b><u>FELLOWSHIP</u></b>						
5901	Fellowship Expense	\$600	\$657	\$800	\$934	\$1,000
5902	Supplies	\$0		\$0	\$0	\$0
5903	Special Events Expense	\$300		\$200	\$0	\$200
5905	Equal Exchange Coffee Purchases	\$800	\$819	\$800	\$370	\$800
5999	Other					\$0
<b>TOTAL FELLOWSHIP</b>		<b>\$1,700</b>	<b>\$1,476</b>	<b>\$1,800</b>	<b>\$1,303</b>	<b>\$2,000</b>
<b><u>STEWARDSHIP</u></b>						
6001	Offering Envelopes	\$2,000	\$1,845	\$2,000	\$1,643	\$2,000
6002	Stewardship Program Expenses	\$0		\$3,000	\$3,449	\$3,500
<b>TOTAL STEWARDSHIP</b>		<b>\$2,000</b>	<b>\$1,845</b>	<b>\$5,000</b>	<b>\$5,092</b>	<b>\$5,500</b>
<b>TOTAL EXPENSES</b>		<b>\$559,731</b>	<b>\$535,091</b>	<b>\$571,576</b>	<b>\$533,778</b>	<b>\$567,831</b>
<b>NET INCOME (LOSS)</b>		<b>\$427</b>	<b>(\$9,529)</b>	<b>\$0</b>	<b>\$17,020</b>	<b>\$0</b>

	<u>2018 ACTUAL</u>	<u>2019 ACTUAL</u>
<b>BUILDING FUND</b>		
Building Fund Income	<u>\$81,832</u>	<u>\$91,486</u>
Minimum Mortgage Payments	<u>\$56,725</u>	<u>\$56,725</u>
Additional Principal Payments Made	<u></u>	<u>\$37,000</u>
Mortgage Balance at Year End	<u>\$177,996</u>	<u>\$90,532</u>

	<u>2018 ACTUAL</u>	<u>2019 ACTUAL</u>
<b>SOLAR LOAN</b>		
Loan Balance at Year End	<u>\$137,697</u>	<u>\$120,189</u>
Additional Principal Payments Made	<u></u>	<u>\$4,000</u>

6:54 PM

01/15/20

Accrual Basis

**Holy Shepherd Lutheran Church**  
**Balance Sheet Prev Year Comparison**  
**As of December 31, 2019**

	Dec 31, 19	Dec 31, 18	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
1115 · CHECKING/216-552-1084 1ST BANK	114,352.83	70,560.18	43,792.65	62.1%
1125 · BLDG FUND/216-401-9954 1ST BANK	17,236.59	19,514.33	-2,277.74	-11.7%
1135 · MONEY MKT/216-400-6224 1ST BANK	329,041.73	76,270.76	252,770.97	331.4%
1150 · THRIVENT/INDEPENDENT LIVING	9,006.14	9,006.14	0.00	0.0%
<b>Total Checking/Savings</b>	<b>469,637.29</b>	<b>175,351.41</b>	<b>294,285.88</b>	<b>167.8%</b>
<b>Total Current Assets</b>	<b>469,637.29</b>	<b>175,351.41</b>	<b>294,285.88</b>	<b>167.8%</b>
<b>Fixed Assets</b>				
1500 · LAND & BUILDINGS - CHURCH	2,150,000.00	2,150,000.00	0.00	0.0%
1510 · LAND & BUILDINGS - ADMIN BUILD	93,871.00	93,871.00	0.00	0.0%
1515 · ROOF REPLACEMENT (2004)	28,636.38	28,636.38	0.00	0.0%
1516 · ROOF REPLACEMT/PARKING LOT 2006	29,609.00	29,609.00	0.00	0.0%
1520 · FURNITURE, FIXTURES, EQUIPMENT	91,949.52	91,949.52	0.00	0.0%
1530 · LIBRARY - BOOKS & FURNITURE	1,468.44	1,468.44	0.00	0.0%
1535 · SOLAR PROJECT	249,877.00	249,877.00	0.00	0.0%
1545 · 2013 SIGN PROJECT	37,310.41	37,310.41	0.00	0.0%
1550 · HVAC PROJECT 2018	71,491.00	71,491.00	0.00	0.0%
<b>Total Fixed Assets</b>	<b>2,754,212.75</b>	<b>2,754,212.75</b>	<b>0.00</b>	<b>0.0%</b>
<b>TOTAL ASSETS</b>	<b>3,223,850.04</b>	<b>2,929,564.16</b>	<b>294,285.88</b>	<b>10.1%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
2005 · ACCOUNTS PAYABLE	-29.79	-29.79	0.00	0.0%
<b>Total Accounts Payable</b>	<b>-29.79</b>	<b>-29.79</b>	<b>0.00</b>	<b>0.0%</b>
<b>Other Current Liabilities</b>				
2000 · PAYROLL LIABILITIES	19,423.74	17,495.88	1,927.86	11.0%
2001 · EMPLOYEE DEDUCTIONS	-15,297.08	-14,776.78	-520.30	-3.5%
2011 · MISSIONS ETC.	2,477.04	2,477.04	0.00	0.0%
2015 · RESERVE - FAMILY PROMISE	5,722.24	6,280.18	-557.94	-8.9%
2020 · RESERVE -MISSION ENDOWMENT	3,624.16	3,624.16	0.00	0.0%
2021 · RESERVE - EQUAL EXCHANGE	811.10	427.10	384.00	89.9%
2029 · RESERVE GIFT WISH LIST	7,408.00	6,646.51	761.49	11.5%
2031 · RESERVE - ALTAR GUILD	2,492.88	2,492.88	0.00	0.0%
2033 · RESERVE-NARTHEX ARTWORK	296.23	296.23	0.00	0.0%
2035 · RESERVE - YOUTH MISSION	11,726.39	13,276.91	-1,550.52	-11.7%
2039 · WOMEN'S AM BIBLE STUDY	57.20	111.00	-53.80	-48.5%
2045 · RESERVE - SPECIAL GIFTS	287,866.21	35,668.26	252,197.95	707.1%
2050 · RESERVE - COLUMBARIUM	30,354.66	26,362.66	3,992.00	15.1%
2056 · RESERVE - BUILDING DAMAGE 2019	12,618.69	0.00	12,618.69	100.0%
2060 · RESERVE - MUSIC MINISTRY FUND	6,294.22	8,177.47	-1,883.25	-23.0%
2065 · RESERVE - CAPITAL IMPROVEMENTS	38,645.95	38,645.95	0.00	0.0%
2066 · RESERVE - ENERGY CONSERVATION	857.31	857.31	0.00	0.0%
2067 · RESERVE - SOLAR PROJECT	0.00	1,000.00	-1,000.00	-100.0%
2069 · SCHOLARSHIP FUND	1,000.00	0.00	1,000.00	100.0%
2072 · RESERVE - BUSY BEES	838.23	517.58	320.65	62.0%
2073 · RESERVE -THRIVENT/INDEPEND. LVG	8,598.89	8,598.89	0.00	0.0%
2081 · RESERVE-PRAYER SHAWL	128.37	28.37	100.00	352.5%
2084 · RESERVE - PASTOR MICHAEL'S EDUC	1,911.99	843.58	1,068.41	126.7%
2085 · RESERVE-EVANG/LUTHERAN SUBSCR...	4,532.05	4,680.85	-148.80	-3.2%
2086 · PASTOR COURTNEY'S EDUCATION	2,797.00	1,167.00	1,630.00	139.7%
2089 · WEDDING RESERVE	730.00	630.00	100.00	15.9%
2090 · RETREATS	7.00	20.00	-13.00	-65.0%
<b>Total Other Current Liabilities</b>	<b>435,922.47</b>	<b>165,549.03</b>	<b>270,373.44</b>	<b>163.3%</b>
<b>Total Current Liabilities</b>	<b>435,892.68</b>	<b>165,519.24</b>	<b>270,373.44</b>	<b>163.4%</b>
<b>Long Term Liabilities</b>				

6:54 PM

01/15/20

Accrual Basis

**Holy Shepherd Lutheran Church**  
**Balance Sheet Prev Year Comparison**  
**As of December 31, 2019**

	Dec 31, 19	Dec 31, 18	\$ Change	% Change
2200 · NOTES PAYABLE - MORTGAGE	90,532.05	177,995.64	-87,463.59	-49.1%
2220 · NOTE PAYABLE-SOLAR LOAN	120,188.68	137,696.75	-17,508.07	-12.7%
<b>Total Long Term Liabilities</b>	<b>210,720.73</b>	<b>315,692.39</b>	<b>-104,971.66</b>	<b>-33.3%</b>
<b>Total Liabilities</b>	<b>646,613.41</b>	<b>481,211.63</b>	<b>165,401.78</b>	<b>34.4%</b>
<b>Equity</b>				
3000 · OPENING BALANCE EQUITY	1,089,852.25	1,085,852.25	4,000.00	0.4%
3001 · RETAINED EARNINGS	1,362,500.28	1,227,767.21	134,733.07	11.0%
Net Income	124,884.10	134,733.07	-9,848.97	-7.3%
<b>Total Equity</b>	<b>2,577,236.63</b>	<b>2,448,352.53</b>	<b>128,884.10</b>	<b>5.3%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>3,223,850.04</u></b>	<b><u>2,929,564.16</u></b>	<b><u>294,285.88</u></b>	<b><u>10.1%</u></b>

**HOLY SHEPHERD LUTHERAN CHURCH**  
**ENERGY SAVINGS BY YEAR**

Solar field was turned on late October of 2013

Yearly Results of this Project are as follows:

Calendar Year	Loan Payments	Annual Payments		Net Cost Electricity	2012 Usage and Cost	Savings or (Cost) Yearly	Cumulative (Cost) or Savings
		To Xcel	From Xcel				
2013	\$3,314	\$315	(\$654)	\$2,975	\$2,670	(\$305)	(\$305)
2014	\$19,884	\$178	(\$8,392)	\$11,670	\$22,451	\$10,781	\$10,476
2015	\$19,884	\$4,809	(\$8,649)	\$16,044	\$21,315	\$5,271	\$15,747
2016	\$19,884	\$3,715	(\$10,074)	\$13,525	\$20,598	\$7,073	\$22,820
2017	\$19,884	\$4,254	(\$8,805)	\$15,333	\$21,830	\$6,497	\$29,317
2018	\$19,884	\$3,893	(\$8,885)	\$14,892	\$20,781	\$5,889	\$35,206
2019	\$19,884	\$4,544	(\$8,625)	\$15,803	\$19,969	\$4,166	\$39,372

**NOTES:**

Savings fluxuated in 2014 and 2015 due to energy rate changes.

Monthly mortgage payments are \$1,657.

End of year (12/31/19) mortgage balance is \$120,186.68.

Additional loan payments have been made and are not reflected in above computations.

Energy rates have actually decreased since system was installed.

Based on payments from Xcel, the field is producing at about the same rate as Year 1.

## Grocery Card Review - Deposits to Bank Account

<b>2020</b>	<b>Kings</b>	<b>Kings Info</b>	<b>Safeway</b>	<b>Member Purchase</b>	<b>Monthly Total Deposit</b>
Jan	734.47	51 Households			734.47
Feb					0.00
Mar					0.00
Apr					0.00
May					0.00
Jun					0.00
Jul					0.00
Aug					0.00
Sep					0.00
Oct					0.00
Nov					0.00
Dec					0.00
<b>Total</b>	<b>734.47</b>		<b>0.00</b>	<b>0.00</b>	<b>734.47</b>

<b>2019</b>	<b>Kings</b>	<b>Kings Info</b>	<b>Safeway</b>	<b>Member Purchase</b>	<b>Monthly Total Deposit</b>
Jan	522.25			25.00	547.25
Feb	635.38			60.00	695.38
Mar	451.25		320.75	50.00	822.00
Apr	785.92				785.92
May				310.00	310.00
Jun			319.75		319.75
Jul					0.00
Aug	821.66	44 Households			821.66
Sep					0.00
Oct	787.87	48 Households	309.00	100.00	1,196.87
Nov					0.00
Dec				970.00	970.00
<b>Total</b>	<b>4,004.33</b>		<b>949.50</b>	<b>1,515.00</b>	<b>6,468.83</b>

12/27/2019 -All Cards have been purchased from the church office - will no longer have Member Purchase



# *Holy Shepherd Council & Staff* 2019

## **Executive Team**

Jamie Malone, **President\***  
Sue Scott, **Vice President\***  
Winston Herbert, **Personnel\***  
Emily Parkhurst, **Secretary\***  
Scott Ikenberry, **Finance\***

## **Vision Team**

Kevin Klinkerfues\*, Larry Lagerberg, Diane Klinkerfues, Tanja Warnick

*\*Congregational Council Members*

## **STAFF OF HOLY SHEPHERD**

*Pastor Kari Reiquam, Interim Pastor (through 10-20-19)*

***Co-Pastor Michael TeKrony***

***Co-Pastor Courtney Steitz (started 11- 18-19)***

***Ministry Partner, Karen Novess***

***Office Manager, Mary Biefel (retired 6-6-19)***

***Secretary, Donna Madsen***

***Organist, Dana Anderson***

***Director, Chancel & Hand Bell Choirs, Dave Gleason***

***Director, Youth Choir, Mike Madsen***

***Director, Praise Team, Diane Klinkerfues***

***Director, Prime Time Choir, Ron Skabo***

***Sound Technician, Carmine Gabbianelli***

***Nursery Attendants, Pat Braden, Mark Herhold***

***Wednesday Night Life Chef, Annette Gillcrist***

***Custodian, Larry Lagerberg***

